

## BOY SCOUTS OF AMERICA

DATE 1-6-88

FULL NAME

JAMES E. KEHELEY

SOCIAL SECURITY

NUMBER

(No initials if you can possibly get full name)

ADDRESS

CITY

CALDWELL(1986)

STATE

IDaho

ZIP CODE

DATE OF BIRTH

FEB 5 19521952- LAST KNOWN LOCATION TEXAS - 1987  
(This is important and should be exact)

APPROXIMATE AGE

(To be used ONLY when date of birth is not known)

RELIGION

NON-DENOMINATIONAL CHRISTIAN

NATIONALITY

OCCUPATION

FORMERDISTRICT EXECUTIVE- PONCA CITY, OK

EDUCATION

N.E. OKLA STATE UNIVERSITY78-82- 12/82 GRAD

WEIGHT

145 LB

HEIGHT

5' 8"

RACE

WHITE

COLOR OF HAIR

BROWN

COLOR OF EYES

BLUEPHYSICAL LIMITATIONSOUTSTANDING CHARACTERISTICS OR INTERESTSCONTACT LENSES

MARRIED OR SINGLE

SINGLE

CHILDREN

NONE

NAME OF SPOUSE

N/A

(Number, ages, and names, if possible)

SCOUTING CONNECTIONS:UNIT #CITYSTATEPOSITIONDATE REGISTEREDDATE RESIGNED

SPECIAL RECOGNITION

FULL BOARD (1986)

SUSPENDED OR DENIED REGISTRATION FOR FOLLOWING REASONS:

Refer to PRIOR LETTER / SEE ATTACHEDSPECIFY THE FACTS WHICH LEAD YOU TO RECOMMEND DENIAL OF REGISTRATION AND LIST ATTACHED SUPPORTING DOCUMENTS (STATE ONLY KNOWN FACTS, NOT RUMOR, CONJECTURE OR SPECULATION):

CONFIDENTIAL

JAN 19 1988

NOTED

F. STARON

JAN 28 1988

RS-509

JOSEPH L. ANGLIM

4/14/83-nah

Signed

M. W. Latham

SCOUT EXECUTIVE

Council

ORE IDA

February 29, 1988

Mr. James E. Kehelley

[REDACTED]  
Enid, OK 73703

Dear Mr. Kehelley:

Thank you for your letter of February 3, 1988.

I have reviewed this matter as you requested and must advise you that the action taken appears to have been proper and any recourse to which you may be entitled has already been made known to you.

If you wish to discuss this matter further, please write to me.

Thank you.

Very truly yours,

David K. Park  
National Legal Counsel

hr

1251c/22

CONF021249

**BOY SCOUTS OF AMERICA**  
**Ore-Ida Council Inc. 106**

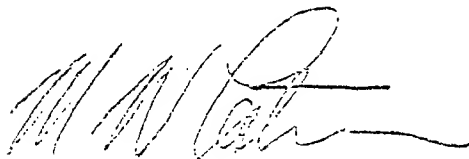
Fort Boise Park  
110 Scout Lane  
Boise, Idaho 83702  
Ph. (208) 342-6839

RE JAMES E. KEHELEY -

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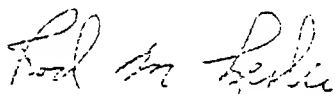
The last time Jim had any contact with [redacted] was when he came to [redacted] house and was asked to leave by [redacted] step-father, which he did leave. He then came back unknown and uninvited to [redacted] house. [redacted] bedroom was in a single-wide trailer parked behind their home. Jim proceeded to make advances toward [redacted]. He got into [redacted] bed and touched and caressed him in a sexual manner on [redacted] upper leg and buttocks. [redacted] then made Jim leave.

[redacted] then told his parents about what had happened, and they notified the Scout Office. [redacted] and family knew of Jim Keheley's employment application with the B.S.A. After two interviews with [redacted] and his parents, plus advice from Western Region, Marty Latimer (Scout Executive) confronted Jim, and Jim withdrew his application for employment with the Ore-Ida Council.



11/17/87

SCOUT EXECUTIVE



11/17/87

Assistant Scout Executive

UP - DATE

[redacted] IS THE  
STEP-SON OF [redacted]  
[redacted] THE [redacted]  
HAS SINCE BEEN  
FROM OUR AREA AND HAS  
DIVORCED.



South Central Region  
BOY SCOUTS OF AMERICA

1325 Walnut Hill Lane  
P.O. Box 152325, Irving, Texas 75015-2325  
Telephone: 214-659-2471

December 18, 1987

Mr. James Keheley  
[REDACTED]

Enid, Oklahoma 73703

Dear Mr. Keheley:

Since our last conversation, I have received information that courses me to inform you that your request to re-enter Scouting professionally will have to be denied.

We therefore are removing your name from our considered for employment list.

Cordially,

WAYNE R. TAYLOR  
Assistant Regional Director/Personnel

WRT:lw

bcc: Paul Ernot

cc: Glenn O'Neal, S.E., Enid, OK.

Senny High, Area Director

Don Adkins, National Director Placement

CONF021251

February 8, 1988

RECEIVED

FEB 12 1988

DAVID K. PARK

Mr. David K. Park  
National Office Legal Council  
Boy Scouts of America  
1325 Walnut Hill Lane  
Irving, Texas 75038-3096

Dear Mr. Park:

It is with deep regret that I must submit this grievance and petition for your consideration and opinion.

To preface: in eight years of employment history with the BSA, I have always been blessed with honest, open and sincere reciprocal rapport with all professional associates and superiors, that is, until I began associations with Mr. Wayne Taylor, Assistant SC Region Personnel Director, at the advent of having been granted in-transition status this past July, 1987. I requested transition status that I might voluntarily admit myself into resident hospitalization alcoholism treatment. After submitting verification of successful treatment to Mr. Taylor, I would contact him 2-3 times monthly by telephone for a reemployment opportunities update to which he would consistently profess to be representing my best interests however there were no DE openings according to Mr. Taylor, not even entry level and not even nationwide.

Then in December Mr. Taylor denied my reemployment eligibility. I appealed by telephone, in writing, and in person at his SC Region office (with Mr. Benny High, SC Area III representative present). On all occasions he has adamantly refused to state why he has coured his decision to renege. He did refer me to further appeal to Mr. J.L. Grady, National Director of Personnel. I have just received word from Mr. Grady that he thinks it best I pursue employment in other areas.

Mr. Park, would you forfeit your career after eight years on the advice of strangers with no reasons given? I think not and add it is not my decision to do so.

I think it is very possible that this whole situation has arisen out of a simple misunderstanding and possibly someone's propensity to prejudice and/or presume conclusions. I have on four occasions now been denied any detail of "why". Without charges or allegations I can neither enlighten or defend, which is very frustrating.

I fear no reprisals against either my job performance or moral character. I am a producer, upright, and respected as such. If there is some question that the SC Region or National personnel have, why is it kept from me and do they not want to hear my testimony?

I have been courteous, compliant, and civil in my efforts to continue with a normal career and life. However, Mr. Park, I feel I have been treated with callousness, impropriety, and injustice.

Please consider this petition as follows:

- A. I protest the misrepresentation of employment opportunities as presented to me from August through December of 1987.
- B. I protest that a decision was made to terminate my reemployment eligibility without opportunity for any input on my behalf.
- C. I protest the repeated refusals to respond to my requests for a statement of detail as to why said decision was coured.

THEREFORE: I APPEAL the decision of the Assistant Regional Director of Personnel of the South Central Region to terminate my reemployment eligibility.

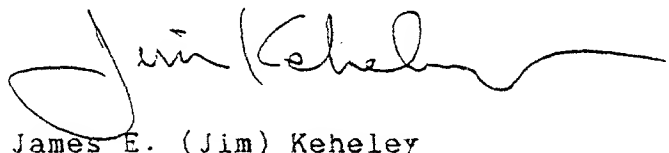
I respectfully request:

- A. Reversal of said decision and considerate reemployment assistance, or
- B. An impartial tribunal hearing and determination, or
- C. Compensation for the consequences of this career interruption and possible termination.

Mr. Park, I hope that this situation can be resolved informally and without further escalation. I don't have legal council; wish not to intimidate, but also, I don't want to be intimidated or railroaded into a life/career alteration based on someones misinterpretations, or ignorance or prejudice or self-righteousness or whatever the unknown quantity is.

Thank you in advance for your attention to this matter. I sincerely will pursue the issues and would appreciate any advice you or your office can provide as to due process and form in this concern.

Very cordially yours,



James E. (Jim) Keheley

JK/jk

CONF021253

## PERSONNEL DIVISION

CONF021254

James E. Lekeley

2 years 3 mos First employed 1/3/83 Ponca City, Ok.

(\* Served as Pastor, Longhorn Council 75-77)

Requested "hardship" time to leave in 1985, placed  
in-transition Aug. 15, 1985 and papers sent to Western.

1 year 6 mos Reemployed 1/15/86, Enid, Okla.

Went on L.T.D. 7/31/87

Total time employed as a Professional 4 years, 2 mos.

First complaint made by a M.E. from Enid  
while attending NEI II, made to Wayne Taylor.

Personal conduct & relationship to youth members.

When applying for reemployment, check was  
made of all former areas where he served.

Letter from Oneida Council dated 11/17/87





SCOUTING/USA

A program for Cub Scouts, Boy Scouts, and Explorers

South Central Region  
**BOY SCOUTS OF AMERICA**

1401 Walnut Hill Lane  
P.O. Box 152325, Irving, Texas 75015-2325  
Telephone: 214-580-2471

February 12, 1988

TO: Paul Ernst  
FROM: Wayne Taylor, South Central Region  
SUBJECT: Registration of James E. Keheley

Attached is information related to Mr. James E. Keheley.

Please place this person on the confidential list.

If there is anything else we need to do, please let us know.

WRT:lw  
Enclosures

*Received  
2-16-88*

CONF021256



SCOUTING/USA

South Central Region  
BOY SCOUTS OF AMERICA

1325 Walnut Hill Lane  
P.O. Box 152325, Irving, Texas 75015-2325  
Telephone: 214-659-2471

December 18, 1987

Mr. James Keheley

[REDACTED]  
Enid, Oklahoma 73703

Dear Mr. Keheley:

Since our last conversation, I have received information that courses me to inform you that your request to re-enter Scouting professionally will have to be denied.

We therefore are removing your name from our considered for employment list.

Cordially,

WAYNE R. TAYLOR  
Assistant Regional Director/Personnel

WRT:lw

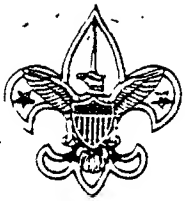
bcc: Paul Ernst

cc: Glenn O'Neal, S.E., Enid, OK.

Benny High, Area Director

Don Adkins, National Director Placement

CONF021257



# BOY SCOUTS OF AMERICA

Ore-Ida Council Inc. 106

Fort Boise Park  
110 Scout Lane  
Boise, Idaho 83702  
Ph. (208) 342-6839

RE JAMES E. KEHELEY -

The following events happened during November and December of 1985: One encounter happened at Jim Keheley's great aunt's house. Jim had [REDACTED] come to a supposed party, where he offered Sean a drink (alcoholic beverage) and also wanted to show [REDACTED] pornographic movies.

The last time Jim had any contact with [REDACTED] was when he came to [REDACTED] house and was asked to leave by [REDACTED] step-father, which he did leave. He then came back unknown and uninvited to [REDACTED] house. [REDACTED] bedroom was in a single-wide trailer parked behind their home. Jim proceeded to make advances toward [REDACTED]. He got into [REDACTED] bed and touched and caressed him in a sexual manner on [REDACTED] upper leg and buttocks. [REDACTED] then made Jim leave.

[REDACTED] then told his parents about what had happened, and they notified the Scout Office. [REDACTED] and family knew of Jim Keheley's employment application with the B.S.A. After two interviews with Sean and his parents, plus advice from Western Region, Marty Latimer (Scout Executive) confronted Jim, and Jim withdrew his application for employment with the Ore-Ida Council.

11/17/87

SCOUT EXECUTIVE

11/17/87

Assistant Scout Executive

UP-DATE

[REDACTED] IS THE  
STEP-SON OF [REDACTED]  
[REDACTED] THE [REDACTED]  
HAVE SINCE MOVED  
FROM OUR AREA AND HAVE  
DIVORCED.

CONF021258

December 24, 1987

Mr. Wayne R. Taylor  
Assistant Regional Director/Personnel  
South Central Region  
Boy Scouts of America  
1325 Walnut Hill Lane  
P.O. Box 152325  
Irving, Texas 75015-2325

Dear Mr. Taylor,

I am distraught and confused that you have chosen to terminate my in-transition status and deny my consideration for re-employment. I have for these many months planned and looked forward to accepting any bonafide career opportunity that you may have presented.

I am in receipt of your letter of 12/15/87 and as per our telephone conversation of 12/21/87 my best understanding is that you have based your decision on a single correspondence sent to you recently from the Ore-Ida Council. I have enclosed my most recent and pertinent correspondence from said council for your examination and respectfully request that you reciprocate in kind.

As is referenced by the enclosed letter, I met with Marty Latimer on 11/24/85 to discuss employment. All manner of details of that meeting and of the conditions of my personal family situation that led to the meeting were presented to Lynn Austin, a national corporation personnel representative. Subsequently, Mr. Austin recommended that I seek re-employment elsewhere and, in fact, aided my efforts to seek interview with the Great Salt Plains Council. I add, that for personal reasons involving my family I did not choose to enforce the employment contract with Ore-Ida Council in 1985 nor do I desire to seek employment in that area at the present time.

As I seek employment now, as then, and as there has been no issue arisen of those 1985 circumstances as known to Marty and Lynn et al., I regret that you may have coured your decision prior to acertaining all of the available and relevent facts.

I therefore request the opportunity to make appeal. Please advise as soon as possible as to due process and form in this concern. Your considerations and confidentiality is greatly appreciated.

Sincerely,

James E. Keheley

JEK/jk enclosure

cc: Glenn O'Neal  
Don Adkins  
Benny High

CONF021259



**BOY SCOUTS OF AMERICA**  
**Ore-Ida Council Inc. 106**

Fort Boise Park  
110 Scout Lane  
Boise, Idaho 83702  
Ph. (208) 342-6839

December 2, 1985

James E. Keheley

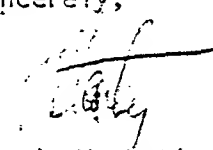
[REDACTED]  
Middleton, Idaho 83644

Dear Jim:

This is to confirm our agreement reached during our meeting November 24, 1985, that for personal reasons you will not be employed by the Ore-Ida Council, Boy Scouts of America.

I wish you well and encourage you in your future endeavors. Thank you for your cooperative attitude and considerations to Scouting.

Sincerely,

  
Martin W. Latimer  
Scout Executive

MWL/tt

CONF021260

February 2, 1988

Mrs. Martin W. Latimer  
Scout Executive  
Ore-Ida Council, No. 106

PERSONAL AND CONFIDENTIAL

SUBJECT: James E. Keheley

Dear Martin:

Thank you for the detailed information sent concerning the above Scouter.  
This case has been reviewed with our attorney and is now on our permanent  
Confidential File.

Sincerely,

Paul Ernst, Director  
Registration Service

PE/eko

cc: Western Region

READY TO FILE  
FEB 02 1988  
ERIN O'RILEY

CONF021261

MS04

MEMBERSHIP SUPPORT SYSTEM  
MEMBER DETAIL INQUIRE

01/13/88  
09:01:59

CNCL 924 PRG/UNIT D8674 SEQ. 000766

FIRST: JAMES

LAST: KEHELEY

ADDR1: [REDACTED]

ADDR2: ENID

OK

ADDR3: [REDACTED]

ADDR4: [REDACTED]

ZIP: 73703 0000

REG STATUS: R

ENROLL: 0586 BIRTH: 0000 SEX: A

AGENCY: M ADULT/YOUTH: A

POSITION: 26

FINDERCODE: 50 PHONE: 0000000000 BULK: \*

MAG-STATUS: \*

REN DAT: 1287

TRANSFER FROM = CNCL:

PGM/UNIT:

SEQ:

TRANSFER DATE:

MAGAZINES

TYPE	CNCL	P/UNT	CODE	TRM	DATE	FIRST	LAST	ORIG	TOTAL	COUNT	PRINTED	DATE
S				N	06	0387	0387	0188	00	000	00	2811 0188

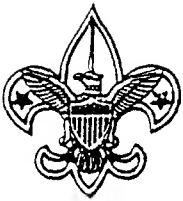
ENTER>>CHG<< PF10>>NEXT PF11>>PREV PF12>>MENU CLR>END PF6>VAN OVERRIDE  
NEXT CNCL: P/U: SEQ: LST: KEHELEY FST: JAMES

was EMPLOYED in ENCL OK - Took  
MEDICAL. BECAUSE OF PERSONAL PROBLEM  
NOW WILL NOT BE REEMPLOYED BECAUSE  
OF SEXUAL ABUSE ALLEGATION -

*[Signature]*  
1-13-88

Added to CF file  
Deleted from Registration  
file

1-13-88



# BOY SCOUTS OF AMERICA

Ore-Ida Council Inc. 106

Fort Boise Park  
110 Scout Lane  
Boise, Idaho 83702  
Ph. (208) 342-6839

RE JAMES E. KEHELEY.-

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11/17/87

SCOUT EXECUTIVE

11/19/87

Assistant Scout Executive

UP-DATE

[redacted] IS THE  
STEP-SON OF [redacted]

[redacted] THE [redacted]

HAVE SINCE MOVED  
FROM OUR AREA AND HAVE  
DIVORCED.



December 21, 1987

Mr. Martin W. Latimer  
Scout Executive  
Ore-Ida Council, No. 106

PERSONAL & CONFIDENTIAL

SUBJECT: James Z. Keheley

Dear Martin:

I recently was given a copy of a note, which you had written, summarizing some sexual contact by the above-named individual. This gives us information which we feel would warrant placing Mr. Keheley on the confidential file.

I am enclosing a Confidential Record Sheet which I would like to have completed so that we may identify this individual. We would also like to have any other statements or information which you feel would be helpful to us, both for identification purposes and for substantiating our registration refusal.

Let us know if we may be of help to you.

Sincerely,

Paul Ernst, Director  
Registration Service

eak

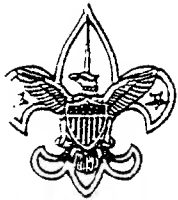
Encl.

cc: Western Region

*Not added to the  
file pending further  
info from the  
council*

READY TO FILE  
DEC 21 1987  
ERIN O'RILEY

CONF021264



# BOY SCOUTS OF AMERICA

Ore-Ida Council Inc. 106

FROM  
12-12-87

Fort Boise Park  
110 Scout Lane  
Boise, Idaho 83702  
Ph. (208) 342-6839

RE JAMES E. KEHELEY -

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*M. W. Latimer*

11/17/87

SCOUT EXECUTIVE

*Paul M. Berlin*

11/19/87

Assistant Scout Executive

UP-DATE

[REDACTED] IS THE  
STEP-SON OF [REDACTED]  
[REDACTED] THE [REDACTED]  
HAVE SINCE MOVED  
FROM OUR AREA AND HAVE  
DIVORCED.



South Central Region  
**BOY SCOUTS OF AMERICA**

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WAYNE R. TAYLOR  
Assistant Regional Director/Personnel

WRT:lw

bcc: Paul Ernst

cc: Glenn O'Neal, S.E., Enid, OK.

Benny High, Area Director

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11/17/87

SCOUT EXECUTIVE

11/17/87

Assistant Scout Executive

UP-DATE

[REDACTED] IS THE  
STEP-SON OF [REDACTED]

[REDACTED] THE [REDACTED]

HAVE SINCE MOVED  
FROM OUR AREA AND HAVE  
DIVORCED.

# PERSONAL HEALTH STATEMENT

This person and medical record including conditions, injuries, and the participation in the Scout program activities, including, but not limited to, events for the purpose of investigation examination.

CHECK ONE

☒ New Hire  
☐ Reemployed  
☐ Transfer

☐ Other

1. Name: Jim Kechelav
- Address: [REDACTED]
2. Present position in Scouting SA, MC, Commissioner, CA Advisor Council Eastern Oklahoma
3. Height: 5' 11" Weight: 145
4. Any considerable change in weight in past 1 year? None Reason: \_\_\_\_\_
5. Is your digestion good? Yes Elimination regular? Yes  
Do you use laxatives? No Regularly? \_\_\_\_\_ How many hours do you sleep? 8 1/2
6. What exercise do you get? Walking, Stairs, Loading and unloading equipment and materials
7. Date of last immunization: Tetanus Toxoid 3/77 Diphtheria 3/77 Polio 1982
8. Do you wear glasses? Contact Lenses
9. Have you had any surgical operation? Yes Date 3/77 Describe Discarded pain, severed tendon
10. Any accidents or physical injuries? Yes Date 3/77 Describe Corneal abrasion, infection
11. When did you last consult a physician for an illness? Above Why? Treatment  
When did you last visit a dentist? 2/82
12. Do you have: Dizzy spells? No Shortness of breath No Fainting attacks No  
Convulsions No Sick headaches No Swollen ankles No Foot trouble No
13. If you have had any of the following circle them and give approximate date if known.  

Tuberculosis _____	Skin disease _____	Asthma _____	Nervous breakdown _____
Sinus infection _____	Pneumonia _____	Rheumatism _____	Appendicitis _____
Stomach ulcer _____	Scarlet fever _____	Hernia-Rupture _____	Rheumatic fever _____
Duodenal ulcer _____	Allergic reaction _____	Diabetes _____	St. Vitus's dance _____
Typhoid fever _____	Diphtheria _____	Gonorrhea _____	Heart disease _____
Varicose veins _____	High blood pressure _____	Syphilis _____	Infantile paralysis _____
Pleurisy _____	Hay fever _____	Osteomyelitis _____	Dysentery _____
14. Use this space for additional information concerning the above or other illnesses or disabilities: \_\_\_\_\_
15. Are you now on medications? No If yes, describe and give full details \_\_\_\_\_
16. How many days of work/school did you miss because of illness last 12 months? None
17. Do you have any limitations which may in any way restrict or prevent you from full participation in activities that are physically demanding and may cause some mental stress? No If yes, please describe nature and extent of limitations \_\_\_\_\_
18. Are you licensed to operate a motor vehicle? ☒ yes ☐ no What State? Oklahoma

## NEW OR REEMPLOYED APPLICANTS ONLY:

I understand the Boy Scouts of America may require a medical examination to be administered by a physician based upon the information supplied above, and that if required prior to employment, it will be at the Boy Scouts of America's expense.

SCOUTING OR SIMILAR BACKGROUND

Location	Position	From	To
Circle 10 Council, Dallas, TX	SA	82-85	
Longhorn Council, Ft. Worth, TX	Paraprofessional	85-87	
Eastern Oklahoma Council	SA, Past MC, Commissioner	78 to Present	

Are you now registered in Scouting? Yes If yes, in what position? above - OA Lodge Advisor

Adult training courses completed or other significant experience Woodbadge, Adult Training Staff,

Scoutreach, Philmont, Pow-Wows, Show and Jo's, Summer Camp Staffs, Dad and Lads, etc.

OA Dance and Ceremonies Teams Advisor

Are you now enrolled in the Professional Preview Program? No

If yes, describe progress \_\_\_\_\_

Have you ever been discharged or asked to resign from any job? No (If yes, give details on separate sheet.)

1. Present or most recent employer. May we refer to them? Yes Phone number \_\_\_\_\_

From Mo. Yr.	To Mo. Yr.	Job Title	Supervisor's Name
5-78	Present	Apartments' Manager	Harry Tolliver-Owner

Commission  
+ Benefits  
Salary: \_\_\_\_\_  
Starting \_\_\_\_\_  
Last \_\_\_\_\_

Name of firm \_\_\_\_\_ Address \_\_\_\_\_ Tulsa, OK 74101

Reason for leaving Presently Employed

Description of duties (indicate significant responsibilities, accomplishments, and contributions) Rentals, Collections,  
Accounts, Maintenance, Assisted Supervision of New Construction (\$500,000+ Project)

2. Next most recent employer. May we refer to them? Yes Phone number \_\_\_\_\_

From Mo. Yr.	To Mo. Yr.	Job Title	Supervisor's Name
8-78	8-80	Project Coordinator	Ron Parks-Division Director Planning and Development

Salary:  
Starting 8K  
Last 10K

Name of firm State of Okla., T&R, P&D Address 500 Will Rogers Bldg., OKC, OK

Reason for leaving Termination of Project, Returned to College

Description of duties (indicate significant responsibilities, accomplishments, and contributions) Facilitated set-up  
and Administration of Young Adult Conservation Corps Live-in Work Camp.

3. Account for all other full-time employment on separate sheet. Provide information in same form as above.

List high school and collegiate activities (athletics, class organizations, etc.) which would help you in professional Scouting.

Twice National Champion Band, Key Club, Gymnastics Team, Alliance for Campus Ministry

To what community, professional, trade, or service organizations do you belong? Include offices held: American Red Cross

CPRT, MMFAT, WSI, Volunteers in Corrections, BSA, Non-denominational Church

What hobbies or recreational activities do you enjoy? Various Crafts, Water Sports, Individual & Team Sport

What books, magazines, journals, etc., do you read frequently? Business, Science, etc.

EMPLOYMENT HISTORY

ACTIVITIES

CONF021269

PLEASE PRINT OR TYPE IN BLOCK LETTERS (Do not use cursive or initials unless absolutely necessary)

Name James Edwin (Jim) Kenelley

Current address [REDACTED] how long 3 years

Tablequah, Oklahoma ZIP code 74464 Phone (area code) 405 464-1720

Previous address Route 2 Box 112

City Subert State Oklahoma ZIP Code 74464

Social Security No. [REDACTED] Driver License No. [REDACTED] State Oklahoma

Have you ever been convicted of a crime? No If yes, were you incarcerated? yes-no

If yes, where \_\_\_\_\_ and when \_\_\_\_\_. Please provide complete information concerning disposition of the conviction by attaching a separate statement.

The position for which you are making application requires long, intensive, and irregular hours of work that are demanding both physically and mentally. It is essential that you be in excellent mental and physical condition if you are to achieve a satisfactory level of performance.

Do you have any limitations which may in any way restrict or prevent you from full participation in activities that are physically demanding and may cause some mental stress? No If yes, please describe nature and extent of limitations \_\_\_\_\_

Complete this form—official transcripts also *must* be provided.

NAME AND LOCATION	Dates From-To	Mo/Yr of Graduation	Degree	Major Subject	Minor Subject	Rank in Graduating Class	Average in Major Subject A, B+, B, C+, or C
						Top 1/3 Middle 1/3 Bottom 1/3	
COLLEGE NE Okla, State Univ Tablequah, OK 74464	78-82	12/82		Mgmt.	Bus. Ad. Psych.		B+
COLLEGE Hendrix College Conway, AR	70-71			Psych.	Phil.		B
GRADUATE SCHOOL							
TECHNICAL BUSINESS SCHOOL Tarrant Co. Jr.Col. Ft. Worth, TX	75-77			Speech	Psych.		A